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**SIGNIFICANT INDUSTRIES**

A Report to the Workforce Development System

**Capital Region**

2019

## **Preface**

One of the major objectives of the workforce development system is to encourage local workforce development boards (LWDBs) to plan strategically and focus their resources in priority industries (and eventually on priority occupations within those industries).

To assist in these efforts, the New York State Department of Labor Division of Research and Statistics developed these reports to identify “significant industries” in each of the ten regions in New York State. Industries presented here are classified according to their North American Industry Classification System (NAICS) code.

This report lists significant industries in the Capital Region based on several factors including employment levels, wage levels, job growth (both net and percent) over the 2013-2018 period and expected job growth based on industry employment projections through 2026. Priority industries that may have been designated by economic development or workforce development officials were also considered. The local workforce development boards in the region should focus their workforce development resources on these industries.

## **Regional Industries**

Eleven industries in the Capital Region are designated as “significant” in this report. All significant industries within the region added jobs between 2013 and 2018. In addition, seven of these 11 industries employed at least 8,000 during 2018.

All “significant industries” shared one or more of the following characteristics: the number of jobs in the industry exceeds 8,000; rapid employment growth (percentage basis); large growth (absolute basis); high wages (average annual wage above the regional average of \$53,600 in 2018); or strong expected growth through 2026.

A broad set of industries were identified for the Capital Region. They fall into eight major industry groups: construction; manufacturing; transportation and warehousing; finance and insurance; professional, scientific and technical services; education; health care and social assistance; and accommodation and food services.

## **Industry Analysis**

In the following analysis, industries are presented in ascending order based on their NAICS industry codes. For additional information regarding the NAICS industry classification system, visit <https://www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2017>.

### Construction

Laborers and skilled trade occupations comprise much of the employment within both the *construction of buildings* (NAICS Industry 236) and *specialty trade contractors* (NAICS Industry 238) industries. These industries are sensitive to fluctuations in economic conditions. Not unexpectedly, employment levels rose in both industries between 2013 and 2018 due in part to the Capital Region's continued economic expansion. Over the next decade, the retirement of many baby boomers and a need to upgrade existing infrastructure will contribute to job opportunities in these industries, especially among the skilled trades.

### Manufacturing

The manufacturing sector had the highest gross regional product of any sector in the Capital Region. The sector added 2,900 jobs (+10.8%) from 2013 to 2018, compared to job losses experienced across New York State and the nation. Two industries within the manufacturing sector made the significant industries list. *Chemical manufacturing* (NAICS Industry 325) and *computer and electronic product manufacturing* (NAICS Industry 334) both added jobs over the period and paid annual wages nearly twice the regional average in 2018. Projections show continued growth is expected from 2016 to 2026, especially in *computer and electronic product manufacturing* which is projected to grow by 53.9%.

### Transportation and Warehousing

The Capital Region's transportation and warehousing sector added 1,900 jobs between 2013 and 2018, growing at a rate of 17.3%. Within this sector, the *warehousing and storage* industry (NAICS Industry 493) is highlighted in the significant industries list. Employment in this industry experienced double-digit growth from 2013 to 2018 and is expected to grow even faster from 2016 to 2026. The Capital Region is ideally situated at the confluence of interstates I-90 and I-87 with access to rail and water routes making it an ideal transportation hub.

### Finance and Insurance

Finance and Insurance is the region's second largest private sector as measured by gross regional product. Overall the sector experienced employment growth between 2013 and 2018. The *insurance carriers and related activities* industry (NAICS Industry 524) added 800 jobs (+5.8%). Paying an annual wage well above the Capital Region's average annual wage of \$53,600, this industry employs nearly 15,000 people.

### Professional, Scientific and Technical Services

One industry from the professional and business services sector is on the significant industries list – *professional, scientific and technical services* (NAICS Industry 541). This sector contains a diverse list of industries, including consulting, legal, information technology, and veterinary services. This is where many of the Capital Region's "high tech" service-related jobs are found. Employment growth in *professional, scientific and technical services* (+16.2%) is projected to be higher than the growth rate for all industries (11.2%) in the region between 2016 and 2026. At \$86,100 annually, the industry also paid well above average wages in 2018.

### Educational Services

With 55,000 jobs between the public and private sectors, the *educational services* (NAICS Industry 611) industry employs more people than any of the other significant industries presented in this report. Employment in this industry grew by 4.4% from 2013 to 2018 – coming in just below the regional rate for all industries. The average annual wage (\$52,200) in 2018 was in line with the regional annual wage for the year.

Employment growth in *educational services* is driven more by demographics than by economic conditions. Since 2010, many school districts have faced budget pressures requiring them to reduce or, at the very least, hold staff levels steady. Most job opportunities will likely be found as a result of retirements within the industry as the baby boomers age out of the labor force.

### Health Care and Social Assistance

Growth in health care industry employment, like *educational services*, tends to be driven more by demographics than by overall economic conditions. Nearly all health care occupations are expected to be in demand over the next decade as the Capital Region's population continues to age. Two industries from the health care and social assistance sector are on the significant industry list: *ambulatory health care services* (NAICS Industry 621) and *nursing and residential care facilities* (NAICS Industry 623).

Between 2013 and 2018, employment growth in *ambulatory health care services* outpaced the growth in *hospitals* (NAICS Industry 622) as pressure mounted to reduce costs by moving patient care from high-cost emergency rooms to lower cost urgent care centers. The industry is projected to grow by nearly 40% between 2016 and 2026. In addition to employment growth in urgent care centers, the Capital Region is experiencing growth in outpatient surgical facilities. *Ambulatory health care services* (23,700) employed the third most people of the industries selected for significant industries list in the region. In addition, the industry paid an average annual wage in 2018 (\$61,800) that was higher than the average annual wage (\$53,600) for the region.

The *nursing and residential care facilities* industry employs 22,100, a significant number of people in the Capital Region, and has experienced double-digit employment growth from 2013-2018. A growth rate of 25.4% in this industry can be attributed to the region's aging population and is projected to continue through 2026.

### Accommodation and Food Services

The accommodation and food services sector comprises establishments providing lodging and/or preparing meals or beverages for consumption. From 2013 to 2018, *accommodation* (NAICS Industry 721) had the second fastest rate of growth of all industries highlighted in this report (37.7%). The Capital Region's location attracts both leisure and business travelers and as a result, the region has experienced growth in hotel construction and entertainment venues.

### **For Further Information**

It is hoped that the Capital Region's local workforce development boards find the information in this report useful. The New York State Department of Labor's Capital Region labor market analyst, Kevin Alexander, is available for consultation. He can be reached via email at [Kevin.Alexander@labor.ny.gov](mailto:Kevin.Alexander@labor.ny.gov) or by phone at (518) 242-8245.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://labor.ny.gov/stats/lslma.shtm>.

## Significant Industries, Capital Region, 2019

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2013-2018	% Change in Jobs, 2013-2018	Average Annual Wage, 2018	Projected % Change in Jobs, 2016-2026	Why Industry is Significant**
		2013*	2018*					
	<b>Total, all industries (all ownerships)</b>	<b>502,400</b>	<b>529,300</b>	<b>26,900</b>	<b>5.4%</b>	<b>\$53,600</b>	<b>11.2%</b>	<b>NA</b>
<b>236</b>	Construction of buildings	5,300	6,000	700	13.2%	\$66,200	6.7%	G, W
<b>238</b>	Specialty trade contractors	12,500	13,900	1,400	11.2%	\$62,500	11.3%	G, J, P, W
<b>325</b>	Chemical manufacturing	3,800	5,700	1,900	50.0%	\$105,100	19.1%	G, P, W
<b>334</b>	Computer and electronic product manufacturing	3,800	4,800	1,000	26.3%	\$102,400	53.9%	G, P, W
<b>493</b>	Warehousing and storage	2,800	3,200	400	14.3%	\$47,400	19.0%	G, P
<b>524</b>	Insurance carriers and related activities	13,700	14,500	800	5.8%	\$84,300	0.0%	G, J, W
<b>541</b>	Professional, scientific and technical services	31,200	31,700	500	1.6%	\$86,100	16.2%	J, P, W
<b>611</b>	Educational services	52,700	55,000	2,300	4.4%	\$52,200	9.9%	J
<b>621</b>	Ambulatory health care services	21,400	23,700	2,300	10.7%	\$61,800	39.4%	G, J, P, W
<b>623</b>	Nursing and residential care facilities	20,000	22,100	2,100	10.5%	\$36,200	25.4%	G, J, P
<b>721</b>	Accommodation	6,100	8,400	2,300	37.7%	\$30,800	9.9%	G, J

NA – Not Applicable

\*Represents both private and public sector jobs

**\*\*Key:**

G: Industry experienced above-average job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>8,000)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

**Construction of Buildings  
(NAICS Industry 236)  
Ten Most Common Occupations**

**Industry Description:** The Construction of Buildings subsector comprises establishments primarily responsible for the construction of buildings. The work performed may include new work, additions, alterations, or maintenance and repairs. The on-site assembly of precut, panelized, and prefabricated buildings and construction of temporary buildings are included in this subsector. Part or all of the production work for which the establishments in this subsector have responsibility may be subcontracted to other construction establishments--usually specialty trade contractors.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	47-2031	Carpenters	25.7%	\$53,045	6.5%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	16.3%	\$39,394	9.8%	No formal educational credential	None	Short-term on-the-job training
3	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	11.7%	\$66,669	9.8%	High school diploma or equivalent	5 years or more	None
4	43-9061	Office Clerks, General	3.8%	\$34,379	2.0%	High school diploma or equivalent	None	Short-term on-the-job training
5	11-1021	General and Operations Managers	3.2%	\$138,964	13.3%	Bachelor's degree	5 years or more	None
6	47-2073	Operating Engineers and Other Construction Equipment Operators	3.0%	\$57,134	8.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.8%	\$41,384	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
8	11-9021	Construction Managers	2.7%	\$82,236	9.6%	Bachelor's degree	None	Moderate-term on-the-job training
9	13-1051	Cost Estimators	1.8%	\$83,138	9.5%	Bachelor's degree	None	Moderate-term on-the-job training
10	41-3099	Sales Representatives, Services, All Other	1.7%	\$60,418	10.7%	High school diploma or equivalent	None	Moderate-term on-the-job training

**Specialty Trade Contractors  
(NAICS Industry 238)  
Ten Most Common Occupations**

**Industry Description:** The Specialty Trade Contractors subsector comprises establishments whose primary activity is performing specific activities (e.g., pouring concrete, site preparation, plumbing, painting, and electrical work) involved in building construction or other activities that are similar for all types of construction, but that are not responsible for the entire project. The work performed may include new work, additions, alterations, maintenance, and repairs. The production work performed by establishments in this subsector is usually subcontracted from establishments of the general contractor type or for-sale builders, but especially in remodeling and repair construction, work also may be done directly for the owner of the property. Specialty trade contractors usually perform most of their work at the construction site, although they may have shops where they perform prefabrication and other work. Establishments primarily engaged in preparing sites for new construction are also included in this subsector.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	47-2111	Electricians	11.1%	\$59,669	7.9%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	10.5%	\$38,199	9.8%	No formal educational credential	None	Short-term on-the-job training
3	47-2152	Plumbers, Pipefitters, and Steamfitters	7.3%	\$67,213	13.1%	High school diploma or equivalent	None	Apprenticeship
4	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	6.0%	\$61,395	11.2%	Postsecondary non-degree award	None	Long-term on-the-job training
5	47-2031	Carpenters	4.7%	\$52,380	6.5%	High school diploma or equivalent	None	Apprenticeship
6	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	4.3%	\$73,370	9.8%	High school diploma or equivalent	5 years or more	None
7	47-2073	Operating Engineers and Other Construction Equipment Operators	3.7%	\$44,683	8.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	11-1021	General and Operations Managers	3.6%	\$103,856	13.3%	Bachelor's degree	5 years or more	None
9	47-2141	Painters, Construction and Maintenance	3.2%	\$42,695	4.5%	No formal educational credential	None	Moderate-term on-the-job training
10	47-2181	Roofers	3.1%	\$47,922	8.3%	No formal educational credential	None	Moderate-term on-the-job training



**Chemical Manufacturing**  
**(NAICS Industry 325)**  
**Ten Most Common Occupations**

**Industry Description:** The Chemical Manufacturing subsector is based on the transformation of organic and inorganic raw materials by a chemical process and the formulation of products. This subsector distinguishes the production of basic chemicals that comprise the first industry group from the production of intermediate and end products produced by further processing of basic chemicals that make up the remaining industry groups.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	9.8%	\$40,700	10.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-8091	Chemical Plant and System Operators	6.3%	\$54,632	13.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	5.8%	\$57,798	-1.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	19-4031	Chemical Technicians	4.7%	\$65,532	19.6%	Associate's degree	None	Moderate-term on-the-job training
5	19-2031	Chemists	4.4%	\$73,974	26.2%	Bachelor's degree	None	None
6	51-1011	First-Line Supervisors of Production and Operating Workers	4.4%	\$83,671	8.7%	High school diploma or equivalent	Less than 5 years	None
7	17-2112	Industrial Engineers	3.0%	\$99,104	27.4%	Bachelor's degree	None	None
8	43-5061	Production, Planning, and Expediting Clerks	3.0%	\$26,149	11.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	49-9041	Industrial Machinery Mechanics	3.0%	\$60,302	24.1%	High school diploma or equivalent	None	Long-term on-the-job training
10	51-9011	Chemical Equipment Operators and Tenders	3.0%	\$55,978	NA	NA	NA	NA

NA – Not Available

**Computer and Electronic Product Manufacturing  
(NAICS Industry 334)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Computer and Electronic Product Manufacturing subsector group include establishments that manufacture computers, computer peripherals, communications equipment, and similar electronic products, and establishments that manufacture components for such products. The Computer and Electronic Product Manufacturing industries have been combined in the hierarchy of NAICS because of the economic significance they have attained. Their rapid growth suggests that they will become even more important to the economies of all three North American countries in the future, and in addition their manufacturing processes are fundamentally different from the manufacturing processes of other machinery and equipment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	11-9041	Architectural and Engineering Managers	2.2%	\$192,779	20.0%	Bachelor's degree	5 years or more	None
2	51-2028	Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	2.2%	\$40,249	NA	NA	NA	NA
3	11-1021	General and Operations Managers	1.2%	\$165,187	13.3%	Bachelor's degree	5 years or more	None
4	11-3051	Industrial Production Managers	1.2%	\$170,635	15.2%	Bachelor's degree	5 years or more	None
5	43-5061	Production, Planning, and Expediting Clerks	1.2%	\$44,499*	11.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	51-1011	First-Line Supervisors of Production and Operating Workers	1.2%	\$77,514	8.7%	High school diploma or equivalent	Less than 5 years	None
7	15-1133	Software Developers, Systems Software	1.0%	\$102,130*	20.0%	Bachelor's degree	None	None
8	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.0%	\$78,876	7.4%	Bachelor's degree	None	Moderate-term on-the-job training
9	11-3021	Computer and Information Systems Managers	0.7%	\$128,110*	14.5%	Bachelor's degree	5 years or more	None
10	13-1020	Buyers and Purchasing Agents	0.7%	\$81,350	NA	NA	NA	NA

\* Due to confidentiality, regional median occupational wage was replaced with regional cross industry median wage.

NA – Not Available

**Warehousing and Storage  
(NAICS Industry 493)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Warehousing and Storage subsector are primarily engaged in operating warehousing and storage facilities for general merchandise, refrigerated goods, and other warehouse products. These establishments provide facilities to store goods. They do not sell the goods they handle. These establishments take responsibility for storing the goods and keeping them secure. They may also provide a range of services, often referred to as logistics services, related to the distribution of goods. Logistics services can include labeling, breaking bulk, inventory control and management, light assembly, order entry and fulfillment, packaging, pick and pack, price marking and ticketing, and transportation arrangement. However, establishments in this industry group always provide warehousing or storage services in addition to any logistic services. Furthermore, the warehousing or storage of goods must be more than incidental to the performance of services, such as price marking.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	54.8%	\$42,440	9.4%	No formal educational credential	None	Short-term on-the-job training
2	53-7051	Industrial Truck and Tractor Operators	8.3%	\$40,312	8.0%	No formal educational credential	None	Short-term on-the-job training
3	53-7064	Packers and Packagers, Hand	6.1%	\$40,616	13.3%	No formal educational credential	None	Short-term on-the-job training
4	53-1048	First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	4.1%	\$57,596	NA	NA	NA	NA
5	43-5071	Shipping, Receiving, and Traffic Clerks	3.2%	\$29,241	1.1%	High school diploma or equivalent	None	Short-term on-the-job training
6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.9%	\$34,928	16.5%	No formal educational credential	None	Short-term on-the-job training
7	43-5032	Dispatchers, Except Police, Fire, and Ambulance	1.3%	\$31,272	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	49-9071	Maintenance and Repair Workers, General	1.3%	\$55,532	13.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	11-1021	General and Operations Managers	1.0%	\$120,975	13.3%	Bachelor's degree	5 years or more	None
10	41-3099	Sales Representatives, Services, All Other	1.0%	\$65,954	10.7%	High school diploma or equivalent	None	Moderate-term on-the-job training

NA – Not Available

**Insurance Carriers and Related Activities  
(NAICS Industry 524)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Insurance Carriers and Related Activities subsector group include establishments that are primarily engaged in one of the following: (1) underwriting (assuming the risk, assigning premiums, and so forth) annuities and insurance policies or (2) facilitating such underwriting by selling insurance policies and by providing other insurance and employee benefit related services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	43-4051	Customer Service Representatives	18.3%	\$42,619	4.2%	High school diploma or equivalent	None	Short-term on-the-job training
2	41-3021	Insurance Sales Agents	10.3%	\$57,762	4.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	13-1031	Claims Adjusters, Examiners, and Investigators	8.5%	\$62,105	-3.2%	High school diploma or equivalent	None	Long-term on-the-job training
4	43-9041	Insurance Claims and Policy Processing Clerks	6.7%	\$44,019	6.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	13-2053	Insurance Underwriters	3.9%	\$73,673	-10.4%	Bachelor's degree	None	Moderate-term on-the-job training
6	43-1011	First-Line Supervisors of Office and Administrative Support Workers	3.9%	\$74,588	7.3%	High school diploma or equivalent	Less than 5 years	None
7	29-1141	Registered Nurses	2.6%	\$71,014	18.8%	Bachelor's degree	None	None
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.5%	\$39,421	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
9	43-9061	Office Clerks, General	2.4%	\$34,682	2.0%	High school diploma or equivalent	None	Short-term on-the-job training
10	15-1121	Computer Systems Analysts	2.2%	\$84,167	9.3%	Bachelor's degree	None	None

**Professional, Scientific and Technical Services  
(NAICS Industry 541)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Professional, Scientific, and Technical Services subsector group include establishments engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis, where an individual or team is responsible for the delivery of services to the client. The individual industries of this subsector are defined on the basis of the particular expertise and training of the services provider.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	23-1011	Lawyers	4.4%	\$99,281	11.3%	Doctoral or professional degree	None	None
2	13-2011	Accountants and Auditors	3.8%	\$70,044	15.4%	Bachelor's degree	None	None
3	15-1132	Software Developers, Applications	3.6%	\$90,177	30.8%	Bachelor's degree	None	None
4	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.4%	\$44,919	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
5	17-2051	Civil Engineers	2.8%	\$95,799	14.7%	Bachelor's degree	None	None
6	17-2141	Mechanical Engineers	2.7%	\$95,808	20.5%	Bachelor's degree	None	None
7	11-1021	General and Operations Managers	2.6%	\$133,780	13.3%	Bachelor's degree	5 years or more	None
8	15-1121	Computer Systems Analysts	2.5%	\$80,150	9.3%	Bachelor's degree	None	None
9	13-1111	Management Analysts	2.2%	\$80,160	18.8%	Bachelor's degree	Less than 5 years	None
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.2%	\$39,447	3.2%	Some college, no degree	None	Moderate-term on-the-job training

**Educational Services  
(NAICS Industry 611)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Educational Services subsector provide instruction and training in a wide variety of subjects. The instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	25-9041	Teacher Assistants	8.9%	\$27,680	9.6%	Some college, no degree	None	None
2	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	8.1%	\$72,438	7.2%	Bachelor's degree	None	None
3	25-2021	Elementary School Teachers, Except Special Education	7.0%	\$68,470	6.6%	Bachelor's degree	None	None
4	25-3098	Substitute teachers	4.8%	\$31,415	6.8%	Bachelor's degree	None	None
5	25-2022	Middle School Teachers, Except Special and Career/Technical Education	3.7%	\$70,981	6.6%	Bachelor's degree	None	None
6	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.3%	\$35,555	16.5%	No formal educational credential	None	Short-term on-the-job training
7	43-9061	Office Clerks, General	2.6%	\$31,086	2.0%	High school diploma or equivalent	None	Short-term on-the-job training
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.5%	\$42,788	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
9	53-3022	Bus Drivers, School or Special Client	2.2%	\$39,451	10.3%	High school diploma or equivalent	None	Short-term on-the-job training
10	25-1191	Graduate Teaching Assistants	2.0%	\$33,158	13.7%	Bachelor's degree	None	None

**Ambulatory Health Care Services  
(NAICS Industry 621)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Ambulatory Health Care Services subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	43-4171	Receptionists and Information Clerks	11.2%	\$34,637	18.3%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-1141	Registered Nurses	10.5%	\$69,522	18.8%	Bachelor's degree	None	None
3	29-2041	Emergency Medical Technicians and Paramedics	4.8%	\$39,574	46.2%	Postsecondary non-degree award	None	None
4	31-9092	Medical Assistants	4.5%	\$34,576	39.3%	Postsecondary non-degree award	None	None
5	31-1011	Home Health Aides	4.4%	\$26,046	46.6%	High school diploma or equivalent	None	Short-term on-the-job training
6	29-2061	Licensed Practical and Licensed Vocational Nurses	4.2%	\$40,228	19.7%	Postsecondary non-degree award	None	None
7	29-2021	Dental Hygienists	3.5%	\$65,612	23.3%	Associate's degree	None	None
8	31-9091	Dental Assistants	3.3%	\$41,378	22.7%	Postsecondary non-degree award	None	None
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.2%	\$36,325	-2.1%	High school diploma or equivalent	None	Short-term on-the-job training
10	43-1011	First-Line Supervisors of Office and Administrative Support Workers	3.1%	\$55,242	7.3%	High school diploma or equivalent	Less than 5 years	None

**Nursing and Residential Care Facilities  
(NAICS Industry 623)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Nursing and Residential Care Facilities subsector provide residential care combined with either nursing, supervisory, or other types of care as required by the residents. In this subsector, the facilities are a significant part of the production process, and the care provided is a mix of health and social services with the health services being largely some level of nursing services.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	39-9021	Personal Care Aides	20.0%	\$28,367	31.5%	High school diploma or equivalent	None	Short-term on-the-job training
2	31-1014	Nursing Assistants	15.0%	\$30,261	14.9%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	7.0%	\$43,550	19.7%	Postsecondary non-degree award	None	None
4	29-1141	Registered Nurses	4.7%	\$65,526	18.8%	Bachelor's degree	None	None
5	31-1011	Home Health Aides	4.7%	\$26,278	46.6%	High school diploma or equivalent	None	Short-term on-the-job training
6	35-3041	Food Servers, Nonrestaurant	3.9%	\$24,458	19.5%	No formal educational credential	None	Short-term on-the-job training
7	39-9011	Childcare Workers	3.0%	\$29,054	2.6%	High school diploma or equivalent	None	Short-term on-the-job training
8	39-1021	First-Line Supervisors of Personal Service Workers	2.7%	\$47,233	20.1%	High school diploma or equivalent	Less than 5 years	None
9	37-2012	Maids and Housekeeping Cleaners	2.2%	\$24,853	3.2%	No formal educational credential	None	Short-term on-the-job training
10	21-1015	Rehabilitation Counselors	2.1%	\$28,529	15.4%	Master's degree	None	None



**Accommodation  
(NAICS Industry 721)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Accommodation subsector provide lodging or short-term accommodations for travelers, vacationers, and others. There is a wide range of establishments in these industries. Some provide lodging only, while others provide meals, laundry services, and recreational facilities, as well as lodging. Lodging establishments are classified in this subsector even if the provision of complementary services generates more revenue. The types of complementary services provided vary from establishment to establishment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	37-2012	Maids and Housekeeping Cleaners	26.9%	\$24,811	3.2%	No formal educational credential	None	Short-term on-the-job training
2	43-4081	Hotel, Motel, and Resort Desk Clerks	15.8%	\$26,550	12.0%	High school diploma or equivalent	None	Short-term on-the-job training
3	35-3031	Waiters and Waitresses	5.8%	\$27,367	16.6%	No formal educational credential	None	Short-term on-the-job training
4	49-9071	Maintenance and Repair Workers, General	5.4%	\$30,176	13.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	3.0%	\$24,586	NA	NA	NA	NA
6	35-2014	Cooks, Restaurant	2.8%	\$29,464	21.8%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
7	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.2%	\$25,338	16.5%	No formal educational credential	None	Short-term on-the-job training
8	11-1021	General and Operations Managers	2.1%	\$71,568	13.3%	Bachelor's degree	5 years or more	None
9	35-9021	Dishwashers	2.1%	\$26,082	13.5%	No formal educational credential	None	Short-term on-the-job training
10	41-3099	Sales Representatives, Services, All Other	2.1%	\$50,053	10.7%	High school diploma or equivalent	None	Moderate-term on-the-job training

NA – Not Available

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